



# DIVISION OF YOUTH REHABILITATIVE SERVICES

## Ferris School for Boys



Ferris School for Boys opened in 1997 and is a secure-care treatment facility that provides services for up to 72 court committed male youth between the ages of 13 to 18 who have been adjudicated by Family Court. Youth committed to Ferris are identified as serious and/or chronic repeat offenders with a high risk to re-offend, who pose a risk to themselves and others, and require intensive rehabilitative treatment. Youth participate in intensive behavioral management programming in addition to pro-social, athletic, and vocational services.



### **Family Involvement**

Throughout the youth's stay, staff maintains contact with the family to assist in adjusting the youth's behavior towards becoming a better citizen. We provide services to assist families in providing guidance to help their child(ren) to meet this goal. Parents/guardians are encouraged to participate in intake and treatment team meetings. There are weekly family visits and monthly Family Engagement events that give an opportunity for family members to interact with their sons and take part in various activities.

- Family members are also invited to share in seasonal/holiday (Mother's Day, Father's Day, Thanksgiving, and Christmas) dinners with their sons, as well as the Family Fun Day in the summer.

***Ferris School is accredited by the American Correctional Association, and National Performance Based Standards.***



**SUPERINTENDENT:  
TANYA BANKS  
ASSISTANT SUPERINTENDENT:  
SEAN WAYNANT**

**959 Centre Road,  
Wilmington, DE 19805  
Telephone: 302-993-3800**

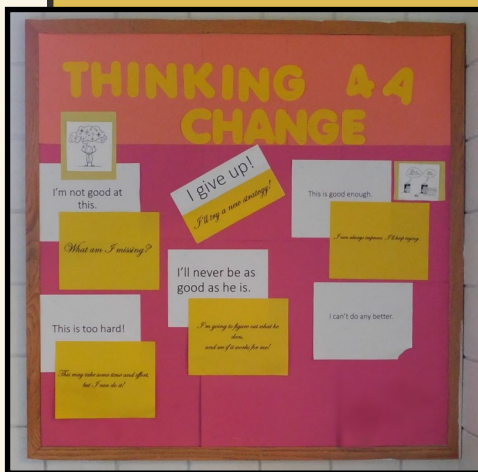
# Treatment Programming

Ferris School provides a total structured learning environment that integrates all elements of rehabilitation, education, and treatment at the start of each day. The school offers a behavioral modification approach to treatment through the implementation of Cognitive Behavior Training (CBT). Youth are rewarded for positive behavior and sanctioned for negative behavior. The staff are trained to view every interaction with the youth as a learning opportunity. All programs are evaluated by the Quality Improvement Unit using a standard protocol and measured against evidence-based standards.

## Behavioral Management

**CBT (Cognitive Behavior Training)**- evidence-based practice that focuses on thinking patterns to change behavior. Instruction centers on decision-making, anger management, relationships, cooperation, and social skills. When youth transition to the community, they will be able to apply the skills at home, school, and in the workplace.

*The goal of the program is to change behavior by helping youth examine their beliefs and thinking patterns before they behave in an inappropriate way.*



**A.R.T. (Aggression Replacement Training)**- group sessions using a research-based, proven effective approach for challenging youth which features three coordinated and integrated components: Social Skills Training, Anger Control, and Moral Reasoning.

**T4C (Thinking for a Change)**- group sessions using evidence-based cognitive behavioral curriculum that includes cognitive restructuring, social skills development, and problem solving skills. Emphasis is placed on active listening, recognizing risk, empathy, and behavior.

**S.W.A.G.G. (Student Warriors Against Gangs and Guns)**- group classes use the Phoenix New Freedom 100 Curriculum which teaches skills and strategies for coping with chaotic environments and reducing violent behavior and/or gang involvement. The program also provides intensive case

management support in the community.

## Substance Abuse

Youth determined to have substance abuse needs participate in treatment called **The Seven Challenges®** which is a comprehensive counseling program for young people that incorporates rectifying alcohol and drug problems. It uses an approach called "Mastery Counseling™" led by a Substance Abuse Program Administer. Youth are given treatment assignments which help them to process their thoughts, emotions, and behaviors on a variety of addictive issues with regard to their drug use and lifestyle.

Youth are offered individual sessions, and family sessions during their stay in the facility.

*The youth served by the Division have varying needs. These needs are best met by a continuum of services that meet standards proven to reduce recidivism. These services are monitored for their commitment to their service model, their duration, and their service delivery dosage. As agents with a foundation rooted in the positive effects of well-delivered evidence-based programs, we continue to review the services offered to our youth to ensure they meet the standards for model efficacy.*

## Trauma Informed Care

Trauma and Grief Component Therapy for Adolescents (TGCT-A) groups are available at Ferris. All youth admitted to Ferris are first assessed by the clinical psychologist and then placed into group and/or individual therapy.

Treatment includes several components including psychoeducation, emotional regulation skills, and promoting adaptive coping.

The goal of trauma informed treatment at Ferris is to reduce the impact of exposure to traumatic events in the adolescents we serve.



## Additional Services

Youth also participate in a variety of additional pro-social programming, such as:

- Healthy Relationships (Inside/Out)
- Sex Education/HIV Prevention
- Violence Prevention
- Public Speaking
- Yoga
- Victim Sensitivity
- Fatherhood Program
- Life Skills
- Gardening



## Accreditations



Performance-based Standards (PbS) is a data-driven improvement model grounded in research that holds juvenile justice agencies, facilities, and residential care providers to the highest standards for operations, programs, and services. Ferris is committed to treating youth in custody as one of their own.



Ferris School for Boys is accredited by the American Correctional Association annually to ensure staff and youth safety, security, record maintenance and data management, protection against litigation, and improvement to the facilities. The ACA is a voluntary professional organization dedicated to improved management of correctional agencies.



*In 2016, Ferris School for Boys was a finalist in receiving the Barbara Allen-Hagan Award. This award was established in 2007 to honor Barbara Allen-Hagen and her retirement from the Office of Juvenile Justice and Delinquency Prevention (OJJDP). Her dedication to improving the quality of life in facilities for young offenders has helped drive PbS to its current success. The award is given to a correction, detention/assessment and community program which best exemplifies PbS' commitment to treating all youth in custody as one of our own by developing and implementing strategic plans to change practices that result in positive outcomes for youth, staff, and families.*



# Vocational and Career Readiness

**Career Readiness Course-** provides youth with skills in job readiness, such as: Researching Various Careers, Mock Interviews & Dressing for Success, Job Seeking Skills, Resumes and Cover Letters, Online and In-Person Applications and Interviews, Written Communication Skills, Telephone/Verbal Communication Skills, Career Interest Inventories, and Online Safety (including Social Media).

**Financial Literacy Course-** teaches youth about fiscal management and responsibilities. This course also provides career information pertaining to Occupations, Wages, Employment Outlook, Spending and Credit (and Why Credit Matters), Consumer Protection & Protecting Your Identity, Money Management & Making a Budget, Researching Large Purchases, Understanding Take Home Pay, and Financing Your Education Beyond High School.



## Trades and Technical Courses

**Culinary Arts Course-** Offers hands-on training in culinary skills. Program is offered four times a year and is approved by the DE DOE for high school credits, considered a career pathway in many DE high schools. The course includes “hands-on” training by a Certified Culinary Instructor who teaches specific cooking skills and covers topics about: Food Safety and Sanitation, Cooking Techniques & Methods, and Catering. All students earn the ServSafe Food Handler Certification which is valid for five years and provides the students with an advantage in the labor market for jobs in these areas.

There is an internship component beyond the classroom instruction in the Ferris kitchen and an externship component or employment within the community in the hospitality industry.

**Basic Craft Skills Course- NCCER (National Center for Construction Education and Research)-** Offered year round and has been approved by DE DOE. This course spans over a nine-week marking period (two periods a day). Participating students will earn high school credits upon completion of the class.

Students receive 80 hours of instruction and “hands on” activities which cover safety, craft skills, and work readiness. Students will also receive 60 hours of career exploration through exposure to DE Skills Center’s onsite workshops in welding, electrical, carpentry, and HVAC. This information includes seminars for these students in financial literacy, labor market information, entrepreneurship, and work readiness.



## C-Tech Courses

**Introduction to Telecommunications-** provides youth with a 40-hours course in the fundamental background knowledge of the theory, mediums of transmission, topologies, and functions of systems used in businesses and Smart Homes. Students assemble, test and troubleshoot audio, visual, IR, wired and wireless connectivity systems to explore these principles. Upon successful completion of this program, students are eligible for certification.

**Copper Kit Introduction to Network Cabling—Copper-Based Systems (C-Tech Copper)-** provides youth with the knowledge and skills needed to become certified entry-level technicians in the Network Cabling industry. The course focuses on:

- Proper tool use and construction techniques
- Characteristics of various industry standards
- Troubleshooting and repair



**Introduction to Network Cabling—Fiber Optic-Based Systems (C-Tech Fiber)-** provides youth with a theoretical and hands-on knowledge of Fiber Optics. C-Tech has designed this 30-hour course with input from industry professionals and educators. C-Tech’s Fiber Optics certification is a perfect complement to C-Tech’s Copper certification. The two together make up an unbeatable skill set much in demand by employers. Youth who successfully complete this program receive a Network Cabling Specialist—Fiber certificate.

# Education

The Educational Services Unit provides comprehensive educational programs year round and is structured to each child's age, abilities, developmental stages, and placement. Academic instruction is provided by certified instructors. Special education services and GED preparation are available. Upon completion, educational transition to the youth's school district is supported by the Department of Education.

The Delaware Department of Education ensures that all youth meet requirements and standards of their academic success. Educational Placement is determined by the School's Educational Placement/Planning Team (EPT) in accordance with verifiable documentation of student's past and current academic records and demographic information.

Educational Services are offered in a consistent manner and aligned with the Delaware Department of Education Curriculum Standards. These students experience a standardized curriculum and can earn academic grades and credits which are transferrable back to their assigned Home School District.

## Highlights:

- 10 youth have obtained High School diplomas since 2013
- Eligible youth are offered additional instruction by James H. Groves Highschool to make up lost education credits that transfer to their assigned schools and bring their education level current.



## ***HOSTS (Help One Student To Succeed)-Education Mentors Program***

The Education Mentors Program at Ferris School allows volunteers to work academically with the youth to help them improve basic math and reading comprehension skills, as well as earn credit to complete their High School Diploma. Mentors come once a week for 55 minutes during the regular school day. Youth gain knowledge in the areas of academics, test-taking, listening, trust, self-esteem, motivation, and classroom behavior. Mentors are provided from businesses and volunteer organizations such as DuPont.

# Community Reentry

Reentry planning begins at the time of placement. Treatment staff coordinate with the community probation officer to identify treatment needs for the youth's return home so that services can be put in place upon discharge. Treatment team meetings occur throughout the youth's stay. This is important for identifying needs, services, and barriers. Reentry plans are created as part of a collaborative process with the youth, family, education staff, treatment specialist, and probation officer.

The DYRS provides a collaborative approach with multiple state-wide providers to address service needs of youth leaving the facility. Youth and their families are engaged prior to release and assisted into the community during their transition. Staff work with youth in their homes and community to address transition needs including family, education, employment, and compliance.

*“Successful Youth, Stronger Families, Safer Communities”*

*We recognize that the youth served by the Division have varying needs. These needs are best met by a continuum of services that meet standards proven to reduce recidivism.*



# Staffing

## Residential Treatment Staff

Each cluster is assigned a *Program Manager* who is responsible for managing, directing, planning, and coordinating treatment programs. *Treatment Specialists* are required to have a minimum of a Bachelor Degree in one of the social sciences or education. They are responsible for providing case management, counseling, program facilitation, and treatment planning directly to the youth in our care. *Youth Rehabilitative Counselors* are responsible for providing safety, security, and transportation. Each cluster consists of a full-time *licensed psychologist* responsible for evaluation, treatment, and clinical oversight. Each cluster is assigned a Family Crisis Therapist. *Family Crisis* Therapists are responsible for one-on-one interventions with the youth and provide therapeutic services for the families.

## Clinical Staff

The clinical staff at Ferris School includes licensed professionals from several disciplines. Along with the psychologists, there is a *psychiatrist* who provides weekly on-site clinical hours. The medical team consists of a *physician, nurse practitioner, and registered nurses* who provide medical services and disperse medications. The *dentist* provides services weekly on-site.

*To provide the best service to our youth, all staff participate in annual training of First Aid/CPR, PREA, Suicide Prevention, Mandatory Reporter, and Handle with Care, plus training for all evidence-based programming. All clinical staff must have specific training to maintain their licensure.*

Visit us online at: [kids.delaware.gov/YRS](http://kids.delaware.gov/YRS)

959 Centre Road,  
Wilmington, DE 19805  
Telephone: 302-993-3800



## Recreation and Sports

One of the more unique facets of Ferris School is the Athletic Department. We are full members of the (DIAA) Delaware Interscholastic Athletic Association, the governing body of high school sports in Delaware. Sports offered at Ferris School are football, basketball and, in the spring of 2017, we will be offering lacrosse. We also have intermural weightlifting.

Ferris School athletic teams compete against public and private schools located throughout the state of Delaware and some Pennsylvania, Maryland, and New Jersey Schools. We diligently work to instill the values of pride and team unity in all of our student athletes.

## Home of the Falcons

